
















2022 State year-end overview

Bill + Author	What the bill does	CRA position	Outcome	Victory – or – loss
ACA 8 (Lee-D) Wealth tax	Imposes a tax upon all forms of personal property or wealth and would require any tax to be administered and collected by the Franchise Tax Board and the Department of Justice.	Oppose	Dead	
ACA 11 (Kalra – D) Tax increases	Largest tax increase in history to fund a single-payer healthcare system. Includes an annual gross receipt tax, a payroll tax on employers and employees, and increases personal income tax rates (which many small businesses file under).	Oppose	Dead	
AB 152 (Ting-D) Covid-19: supplemental paid sick leave	Extends the timeline for supplemental paid sick leave from Sept. 30, 2022, to Dec. 31, 2022. This is in addition to other layers of paid Covid-related leave.	Oppose	Signed by Governor	
AB 194 (Budget Comm.) Paycheck Protection Program: income tax relief	Provides approximately \$276 million more in PPP tax relief by eliminating state income tax on late funds distributed by the federal government.	Support	Signed by Governor	
AB 257 (Holden – D) Counter-service restaurants: sector council	Provides legislative and executive branch authority to a council of political appointees to impose workplace mandates for wages, employee training, and other areas of labor and employment law for fast-casual and counter service-restaurants.	Oppose	Signed by Governor	
AB 1041 (Wicks – D) Paid family leave: expansion	Adds a “designated person” to the list of people an employee can take leave to care for, increasing employer costs and legal exposure.	Oppose	Signed by Governor	

***CRA removed opposition by actively working to successfully amend this bill to make it more manageable for our members.**









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AB 1751 (Daly – D) Work Comp.: COVID presumption extension	Current law makes a claim relating to a COVID-19 illness presumptively compensable until Jan. 1, 2023. AB 1751 proposed a 2-year extension of that presumption but was amended to reduce the extension to 1-year if “opposition” was removed.	*Neutral	Signed by Governor	
AB 1761 (Voepel – R) Flexible workweek	Allows employees to choose a flexible work schedule that allows them to work up to ten hours in a day or 40 hours in a week, without overtime.	Support	Dead	
AB 1817 (Ting – D) Commercial textiles: PFAS ban	Restricts the use of certain chemical substances found in a variety of textile applications and used in commercial settings, including restaurant booths, patio awnings, and shade sails.	Oppose	Signed by Governor	
AB 1890 (Choi – D) Paid sick leave: tax credits	Creates a tax credit to offset the cost of COVID-19 supplemental paid sick leave from Jan. 1, 2021, through Jan. 1, 2023.	Support	Dead	
AB 1949 (Low – D) Mandated leave/litigation	Obligates employers to provide additional leave benefits upon request-removing discretion, scheduling flexibility, and creating litigation traps.	Oppose	Signed by Governor	
AB 1993 (Wicks – D) COVID vaccine: condition of employment	Mandates that all employees- and independent contractors- be vaccinated against COVID-19 as a condition of employment.	Oppose	Dead	
AB 2095 (Kalra – D) Worker metrics	Requires employers to disclose sensitive information regarding wage and hour data as well as employee benefits to all employees (whether in California or not). This private data will be used to rank CA employers, deny state contract opportunities, and prohibit favorable tax treatment.	Oppose	Dead	

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AB 2097 (Friedman – D) Parking requirements	Eliminates parking requirements for restaurants and other businesses near transit areas or in neighborhoods with less car use- reducing development costs and aligning with current consumer transportation practices.	Support	Signed by Governor	
AB 2164 (Lee- D) Disability access: grants	Restores funding for the Disability Access and Education Revolving Fund for local governments to provide financial assistance to small businesses for accessibility-related certification, design, and construction/permitting fees.	Support	Signed by Governor	
AB 2182 (Wicks – D) Expanded leave + litigation	Creates an uncapped protected leave for employees to request time off in certain circumstances and exposes employers to litigation by presuming that any adverse employment action was due to the employee’s use of the leave, rather than a violation of employment policies.	Oppose	Dead	
AB 2188 (Quirk – D) Employment: cannabis	Creates an unprecedented, protected class for marijuana users and undermines employers’ ability to provide a safe and drug-free workplace	Oppose	Signed by Governor	
AB 2243 (E. Garcia – D) Workplace standards: undercutting regulatory process	Makes an end-run around the Cal/OSHA regulatory process by eliminating their discretion and forces adoption of specific provisions for two regulations (heat illness + wildfire smoke) that were rejected during prior regulatory efforts.	Oppose	Signed by Governor	
AB 2693 (Reyes- D) COVID: notifications	Extends employer requirement to provide written notice to employees and local health departments in the event of a COVID-19 exposure in the workplace. Late amendments to ease compliance and shorten the extension of the notice requirements from 2-years to 1-year changed our position from “oppose, unless amended” to “neutral.”	*Neutral	Signed by Governor	

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AB 2932 (Low – D) Work week: hours + overtime	Drastically redefines a “work week” by requiring overtime pay after 8-hours of work/day or 32-hours of work in a week. Separately mandates that existing employees working 40-hours/week receive that same pay but for 32 hours of work/week.	Oppose	Dead	
AB 2784 (Ting – D) Thermoform containers	Conflicts with state’s plastic recycling law (SB 54) and establishes unreasonable timelines and percentages for thermoform plastic containers to be recycled. Sets up the potential for a de facto ban on thermoform products used widely by restaurants and other businesses.	Oppose	Vetoed	
SB 54 (Allen – D) Single-use packaging: extended producer responsibility	Establishes an extended producer responsibility program for all single-use packaging sold in the state and aims to significantly increase recycling and mitigate environmental impacts. This compromise legislation was amended to address key industry concerns and avoids an unworkable and costly ballot initiative.	*Neutral	Signed by Governor	
SB 113 (Budget Comm.) Restaurant Revitalization Fund: income tax relief	Secures nearly \$500 million in state income tax relief for qualified recipients of the federally provided Restaurant Revitalization Fund.	Support	Signed by Governor	
SB 260 (Weiner – D) Regulatory reporting: operations + supply chain	Sets employers up for failure by requiring reporting of greenhouse gas emissions throughout the entire supply chain. Holds California businesses responsible for information they likely don’t have access to, influence over, or control of- thereby impacting competitiveness and increasing costs.	Oppose	Dead	
SB 846 (Dodd – D) Cocktails for delivery	Allows for the delivery of cocktails, establishes alcohol beverage service training requirements for delivery drivers, and shifts liability onto delivery permit holder.	Support	Dead	

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<p>SB 930 (Weiner – D) Alcohol: extended hours of sale</p>	<p>Authorizes local governments to “opt-in” to a temporary program allowing alcohol sales between 2-4 a.m. to an on-sale licensee located in Palm Springs, West Hollywood, and San Francisco.</p>	<p>Support</p>	<p>Dead</p>	
<p>SB 972 (Gonzalez – D) Micro enterprise home kitchens/mobile vending: food safety</p>	<p>Amended to create a regulatory structure for compact mobile food facilities. Maintains sales caps for micro-enterprise home kitchen operations (MEHKO) with limited exception and allows for health and safety inspections. CRA successfully sought amendments to strengthen the bill.</p>	<p>*Neutral</p>	<p>Signed by Governor</p>	
<p>SB 1044 (Durazo – D) Natural disasters</p>	<p>Undermines employers’ ability to manage staffing and operations in regions where natural emergencies exist but may not necessarily pose a threat to a specific worksite. Exposes employers to costly PAGA litigation.</p>	<p>Oppose</p>	<p>Signed by Governor</p>	
<p>SB 1127 (Atkins – D) Worker’s Compensation: investigations + penalties</p>	<p>Shortens the time provided for employers to investigate claims from 90 to 75 days for any claim covered by a presumption statute. Greatly expands penalties, without addressing obstacles that cause these investigations to often take more than 90 days.</p>	<p>Oppose</p>	<p>Signed by Governor</p>	

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